

JUNG HYUN (JULIE) LEE
Department of Health Management and Policy
College of Public Health
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ACADEMIC POSITION

2024 - Present Assistant Professor, University of Iowa
College of Public Health, Health Management and Policy Department

EDUCATION

- 2024 Ph.D. in Organizational Behavior**
Washington University in St. Louis, John M. Olin Business School
- Dissertation Title: The Relationship between Eldercare Responsibilities and Work Outcomes: A Multi-method Approach
- Committee Members: Hillary Anger Elfenbein (Chair), Julia Bear, Hannah Birnbaum, William Bottom, and Erik Dane.
- 2017 Master of Science in Business Administration** (Organizational Behavior Concentration)
Seoul National University Graduate School of Business
- Dissertation Title: Family matters: supervisor's work-family conflict, leadership, and employee performance
- 2015 Bachelor of Business Administration and Bachelor of Arts in Sociology** (with honors)
Seoul National University

RESEARCH INTERESTS

Healthcare Workforce and Management, Family Caregiving and Aging, and AI and Health Systems

TEACHING INTERESTS

Health Care Management, Organizational Behavior, Human Resources

PUBLICATIONS

- Van Tiem, J., Cramer, E., Iverson, C., Kennelty, K., Andrys, N., Lee, J., ... & Reisinger, H. S. (2025). Listening to the note: clinician perspectives on ambient artificial intelligence scribes in medical documentation. *Journal of the American Medical Informatics Association*, ocaf214.
- Lee, J. H., Elfenbein, H. A., & Bottom, W. P. (2024). "The foreign language effect in negotiations: Negotiation Language and framing effect on the contract terms and subjective outcomes." *International Journal of Conflict Management*. 35(2), 270–286.

Lee, J., Yun, S., Lee, S., **Lee, J. H.** (2019). “Curvilinear Relationship between Self-efficacy and Creativity: The Moderating Role of Supervisor Close Monitoring.” *Journal of Business and Psychology*, 34(3), 377-388.

RESEARCH IN PROGRESS

Health Care & Public Health -

Lee, J. H. & Choi, W. “Political Identification and Support for Public Health: The Role of Health Literacy”, Under Review.

Lee, J. H. (PI, With UI CPH Team) “Family Caregiving Responsibilities Among the US Dementia Workforce using National Dementia Workforce Study.” Data Analysis stage.

Lee, J. H. (With UIHC Team) “Ambient AI and Documentation Timeliness.” Data Analysis Stage.

Lee, J. H. (With UIHC Team) “Ambient AI, Patient Satisfaction, and Healthcare Costs.” Proposal in Revision.

UIHC Team, **Lee, J. H.** “Reduction in Clinician Burnout Through Ambient AI Documentation: A Multicenter Observational Study.”, 1st Round Revision.

Organizational Behavior -

Liang, A., Baer, M., & **Lee, J. H.** “The Effect of Geographical Discrimination on Investment Decisions.”, Manuscript in Revision.

Lee, J. H., Elfenbein, H. A. “Time spent on news related to Covid-19 is predicted by negative affect, but not the other way around: A longitudinal study.”, Manuscript in Revision.

Zhang, J. H., Bunderson, J. S., **Lee, J.H.**, & Dow, B. “Work as a Calling and Performance.”, Manuscript in Revision.

Kim, D., Elfenbein, H. A., Xu, N. & **Lee, J. H.** “Gratitude in Negotiations.”, Manuscript in Preparation.

Ladge, J.J. & **Lee, J. H.** “Eldercare Responsibilities and Identity Change.”, Data Collection Stage.

TEACHING EXPERIENCE

2026 Lecturer (Instructor of Record: Co-teaching), Healthcare Leadership and Ethics, HMP 6355:0001, MHA-level (Master’s Course), In-Person.

2025 Lecturer (Instructor of Record), Health Care Management, HMP 5200, MHA-level, In-Person. Health Management and Policy Department, College of Public Health, University of Iowa.

2025 Lecturer (Instructor of Record), Human Resources and Performance Improvement in Healthcare, HMP 6310, MHA-level, In-Person. Health Management and Policy Department, College of Public Health, University of Iowa.

2025 Guest Lecturer, Primary Data and Mixed Methods, HMP 7940, “Using Qualitative Study and Multi-method in Dissertation” Ph.D-level, In-Person. Health Management and Policy Department, College of Public Health, University of Iowa.

2025 Guest Lecturer, Healthcare Leadership and Ethics, HMP 6355, “Organizational Culture and Ethics in Healthcare” MHA-level, In-Person. Health Management and Policy Department, College of Public Health, University of Iowa.

- 2025 Lecturer (Instructor of Record)**, Organizational Behavior and Theory in Healthcare, HMP 7250, PhD-level, In-Person, Rating: Average 4.5 and Median 5.16 on a 6-point scale. Health Management and Policy Department, College of Public Health, University of Iowa.
- 2023 Lecturer (Instructor of Record)**, Negotiations and Conflict Management, OB 461, Undergraduate, In-Person, Rating: Average 8.1 and Median 10 on a 10-point scale. Olin Business School, Washington University in St. Louis.
- 2021 Lecturer (Instructor of Record)**, Negotiations and Conflict Management, OB 461, Rating: Average 9.4 and Median 10 on a 10-point scale. (Average of all courses in the program was 8.4.) 30 undergraduate students, In-Person, Olin Business School, Washington University in St. Louis.
- 2020 Teaching Assistant**, Negotiations and Conflict Management, OB 461, Undergraduate, Hybrid in-person/remote modality, Olin Business School, Washington University in St. Louis.
- 2020 Teaching Assistant**, Negotiations and Conflict Management, OB 524, MBA, Remote, Olin Business School, Washington University in St. Louis.
- 2020 Teaching Assistant**, Negotiations and Conflict Management, OB 461, In-Person, and then transitioned to remote due to COVID, Olin Business School, Washington University in St. Louis.

SELECTED CONFERENCE PRESENTATIONS

- Lee, J. H.***, et al., 2025. “Sustained impact of Ambient AI on Clinician Performance.” Presented at the American Medical Informatics Association Annual Symposium, Atlanta, Georgia.
- Nominated for Distinguished Post Award
- Liang, A., Baer, M., & **Lee, J. H.** 2025. “Thunder road to entrepreneurial success: A study of geographical bias in entrepreneurial investment decisions.” Paper to be presented at the EGOS Colloquium 2025, Athens, Greece.
- Lee, J. H.***, Elfenbein, H. A., & Bottom, W. P. 2023. “Foreign Language Effect in Negotiations.” Paper presented at the Annual Meeting of the Academy of Management, Negotiation Outcomes Session, Boston, Massachusetts.
- Lee, J. H.*** 2022. “Employees with family eldercare responsibilities.” Selected to participate in “Navigating the Qualitative Dissertations PDW at the Annual Meeting of Academy of Management, Seattle, Washington.
- Liang, A., Baer, M., & **Lee, J. H.** 2021. “The Effect of Geographical Discrimination on Investment Decisions.” Participated in the “Evaluation and Selection of Creative Ideas in Organizations Symposium at the Annual Meeting of Academy of Management, On-line.
- Lee, J. H.***, Elfenbein, H. A., & Bottom, W. P 2020. “Foreign Language Effect In Negotiations: Negotiation Language and Framing Effect On Objective and Subjective Outcomes.” Paper presented at the International Association of Conflict Management, On-line.
- Lee, J. H.***, Choi, W., Yoon, S., & Yun, S. 2017. “Crossover Effect of Leader’s Work-family Conflict on Employee Citizenship Behavior.” Paper presented at the Annual meeting of the Academy of Management, Work-family Session, Atlanta, Georgia.
- Lee, J. H.**, Choi, W., Yoon, S., & Yun, S. 2017. “Crossover Effect of Leader’s Work-family Conflict on Employee Citizenship Behavior.” Paper presented at the Annual Conference of Society for Industrial and Organizational Psychology, Work-Family/HR Session, Orlando, Florida.

- Lee, J. H.***, Kim, S. L., & Yun, S. 2016. “The Impact of Work-family Conflict on Employee OCB.” Paper presented and discussed at the Fall Conference of Korean Academy of Leadership, Seoul, South Korea.
- Lee, J., **Lee, J. H.**, & Yun, S. 2016. “Curvilinear Relation between Self-efficacy and Creativity: Moderating Effect of Close Monitoring.” Paper presented at the Annual Meeting of the Academy of Management, Individual Differences and Creativity Session, Anaheim, California.
- Lee, J. H.***, Yoon, S. I., Choi, W., Kim, S. L., & Yun, S. 2016. “Bottom-Line Mentality and Creativity: Moderating Effect of Self-efficacy and Justice.” Paper presented at the Annual Conference of Society for Industrial and Organizational Psychology, Leadership/Leadership Development/Coaching/Motivation Session, Anaheim, California.

* denotes when served as a presenter

ACADEMIC ACTIVITIES

Researcher Affiliate, Center for Social Science Innovation, University of Iowa (2024 ~)
 Member, Academy of Management (2017~; Divisions: HCM, OB, HR)
 Member, Graduate Student and Postdoc Reading Community
 Center for Teaching and Learning, Washington University in St. Louis
 Topic: “Inclusive Teaching: Strategies for Promoting Equity in the College Classroom”
 Reviewer, Academy of Management Annual Conference (2018 ~ 2025)
 Reviewer, American Medical Informatics Association (2025)
 Member, Society of Industrial and Organizational Psychology (2015 ~ 2018)
 Reviewer, Society of Industrial and Organizational Psychology (2017)

COLLEGE/DEPARTMENTAL SERVICE

University of Iowa College of Public Health

- 2024** - Master of Healthcare Administration Program Case Competition Selection Committee
2024 - Master of Healthcare Administration Program Scholarship Selection Committee
2025 Faculty Reviewer, Undergraduate Experiential Learning Poster Fair

RESEARCH SUPPORT, AWARDS, AND HONORS

- 2025** New Faculty Research Award, College of Public Health, University of Iowa
2025 Dr. Carol S. Gleich Development Award, College of Public Health, University of Iowa
 Awarded to present the impact of a healthcare AI tool on providers’ well-being and performance
2025 Research Award “Surveying the Social World”
 Awarded to investigate the relationship between the US public’s trust and attitudes towards the private healthcare sector and public health policy, and received full research support
 Center for Social Science Innovation, University of Iowa
2023 Bauer Leadership Center Dissertation Support Grant
 Awarded to investigate how leaders can embrace employees with family caregiving responsibilities and increase organizational effectiveness.
2023 Buchheit Graduate Student Family Support Fund
2023 Olin PhD Research Grant

- Project Title: “Employee Caregiving Responsibilities and Work Outcomes.”
- 2023** Finalist, 2023 Mark S. Wrighton Research Award on Aging 3MT Competition
Title: “Eldercare Responsibilities and Work Outcomes: A Longitudinal Approach.”
- 2022** Moog Scholar Award, Olin Business School
Recognized as a doctoral student with exceptional research and teaching.
- 2022** Olin PhD Research Grant
Project Title: “Working While Caring for the Elderly: A Qualitative Approach.”
- 2021** Olin PhD Research Grant
Project Title: “Geographic Discrimination and Entrepreneurship.”
- 2019** Olin PhD Research Grant
Project Title: “Foreign Language Effect in Negotiations.”
- 2018** Olin Business School Doctoral Fellowship
- 2016** South Korean National Research Fellowship for Humanities
- 2015** Scholarship for Graduate Students, Seoul National University

STUDENT ADVISING/MENTORING

Doctoral Students

Graduate Research Assistant Supervisor and Secondary Advisor (1 student, 2024–2025)

Graduate Students

Academic Advisor (5 students, 2024–present)

Faculty Mentor

NAHSE Case Competition Faculty Mentor, 2024 (Withdrawn due to the extreme weather)

OTHER PROFESSIONAL EXPERIENCE

- 2017** **Seoul Office, Human Rights Watch** *Associate for Operations, Development and Outreach*
- 2016** **Seoul Office, National Democratic Institute for International Affairs** *Project Officer*
- 2013** **Asan Institute for Policy Studies** *Young Fellow*